



**NORTHERN POWER DISTRIBUTION COMPANY OF A.P. Ltd.
CORPORATE OFFICE :: WARANGAL – 506 004.**

Memo. No. CMD/CGM(HRD)/JS/AS(Estt)/PO.A/21- A1/2012, Dt: 30-01-2012.

Sub: APNPDCL – Paternity leave to Male Employees – Clarification issued by the Government of A.P – Adoption of Government Orders – Orders – Issued.

- Ref:**
1. G.O.Ms.No. 231, Fin(FR.I) Dept., dt: 16-09-2005.
 2. T.O.O (Addl.Secy-Per) Ms.No. 158, Dt: 5-11-2005.
 3. N.O.O (CS) Ms.No. 199, Dt: 16-11-2005.
 4. Cir.Memo.No.14601/371/FR.I/2006, dt: 24-06-2006 Finance (FR.I/Dept.
 5. Cir.Memo.No.20129-C/454/FR.I/2010, Finance (FR.I/Dept, Dt: 21-07-2010.
 6. Memo.No. Addl.Secy/DS(L,IR&R)/AS(L,IR&R)/PC(R&HRMS)/JPO.I/572/2011, Dt: 05-01-2012.

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The Northern Power Distribution Company of A.P Limited hereby directs that the Clarification issued by the Government of A.P in Cir. Memo.No. 20129-C/ 454/ FR.I/2010, Finance (FR.I) Dept, dt: 21-07-2010 (copy enclosed) shall be made applicable in respect of the employees of APNPDCL.

Encl: Govt. Circular Memo.

**CH. NARSIMHA REDDY
CHAIRMAN & MANAGING DIRECTOR**

To
All the Chief Engineers
All the Chief General Managers
All the Superintending Engineers
All the Divisional Engineers } of APNPDCL

Copy to:

The DE/Tech to Chairman & Managing Director/APNPDCL/ Warangal
The P.S. to Director(Operation)/APNPDCL/ Warangal.
The P.S. to Director(P&MM)/APNPDCL/ Warangal.
The P.S. to Director(Projects)/APNPDCL/ Warangal.
The P.S. to Director(Finance)/APNPDCL/ Warangal.
The P.S to Director(HRD)/APNPDCL/ Warangal.
The Joint Secretary/APNPDCL/Warangal.
All the General Managers/APNPDCL/Warangal.
The General Manager-IT/APNPDCL/Warangal with a request to place the orders in APNPDCL Website.

All the Asst. Secretaries/APNPDCL/ Warangal.
The Pay Officer/APNPDCL/ Warangal.
All the Senior Accounts Officers/APNPDCL/Warangal.
All the Personnel Officers/Corporate Office/APNPDCL/Warangal.
The Company Secretary Gr.III/APNPDCL/ Warangal.
The Company Secretary/APE Employees Union (Regd. No. 1104) H.No. 5-3-133,
Kothuru Street, Hanamkonda.
The Company Secretary /APSE Employees Union (Regd. No. 327)H.No. 2-8-464/3,
Srinagar Colony, NGO's Colony Road, Hanamkonda.

Contd-2

- The Company President/ Telugunadu Vidyuth Karmika Sangam (Regd.No. B1245),
H.No. 10-3-241, Sapthagiri Residency, Flat No:101, Vidyanagar, Karimnagar.
- The Company Secretary / Telangana Rastra Vidyuth Karmika Sangam (H-58)
O/o. SE/Op/ Karimnagar.
- The Company Secretary, United Eletrcitiy Emloyees Union (Reg.No:1829)
H.No.4-1-258, Indiranagar Colony, Khammam.
- The Company Secretary/APSEB Engineers Association (Regd. No. 874/75)
H.No.2-7-633, Subedari, Hanamkonda, Warangal.
- The General Secretary, Telangana Vidyut Engineers' Association, (Regd.No.1438/2007)
O/o: DE/Op/Warangal.
- The General Secretary/AP Power Diploma Engineers Association (Regd. No. B-473)
H.No. 1-7-1008/DIPEE Bhavan/ Hunter Road, Warangal.
- The General Secretary/APSEB Assistant Engineers Association (Regd. No. 1185)
O/o. DE/Constn/Warangal.
- The Company Secretary/ APSEB Accounts Officers Association (Regd. No. C-5)
O/o: CGM(Expr.)/NPDCL/Wgl.
- The General Secretary/ APSES Junior Accounts Officers Association
O/o: Corporate Office/Warangal.
- The President/APSEB Secretariat (P&G) Employees Association (Regd. No.54/1969,
O/o. PRO/APNPDCCL / Warangal.
- The General Secretary/APEE P&G and Officers' Association (Regd. No. 10656)
O/o. SE/OP/ Warangal.
- The Company Secretary/ BC Employees Welfare Association (Regd. No. 1681)
O/o. CGM(Expr.)APNPDCCL/Warangal.
- The General Secretary, SC-ST Welfare Association O/o. AAO/ERO/T/Hanamkonda.
H.No.:6-1-210, Royal Towers, Flat.No.202, Kancherakunta, Hanamkonda, Wgl
- The Company Secretary/ST Welfare Association O/o: AAO/ERO/Town/Hanamkonda
- The Company Secretary, Electricity OC Employees Welfare Association (APNPDCCL),
H.No. 3-285/9, Shyamala Durga Das Colony, Hanamkonda-506370.
- The Secretary General, Telangana Genco, Transco, Discoms SC/ST employees
welfare Association, (Regd. No. 202 of 2010) O/o: DE/M&P/Nizamabad
- The Founder President, Telangana Electricity Employees Association,
Regd.No.H.61/2005, D.No.14-3-237, Goshamahal, Begum Bazar, Hyderabad
- The Founder & State President, A.P.E.E.M Association, D.No. 12-3-670-1, Jesus nagar,
Opp: D4 section, APCPDCL, Ananthapur-515001.
- Stock File. //Spare//

//FORWARDED BY ORDER//


PERSONNEL OFFICER 30/11

Copy of:

GOVERNMENT OF ANDHRA PRADESH
FINANCE (FR.I) DEPARTMENT

26

Cir.Memo.No. 20129-C/454/FR.I/2010

Dt. 21-07-2010

Sub: Paternity Leave to Male Government employees – Certain Clarification – Issued.

Ref: 1. G.O.Ms.No 231, Fin. (FR.I) Dept., dt. 16-09-2005.

2. Cir. Memo. No. 14601/371/FR.I/2006, dt 24-6-2006, Finance (FR.I) Dept.

In the reference 1st cited, it was ordered that the competent authority may grant paternity leave on full pay to married male Government employees, temporary or permanent, for a period of 15days subject to the condition that it shall be granted to those with less than two surviving children.

In the Circular Memo 2nd cited, it was clarified that the paternity leave has to be availed by the married male Government employee from the date when his wife has delivered the baby.

The 9th Pay Revision Commission, 2008 among other things, with regard to sanction of Paternity Leave to married male Govt. employees, observed that as per the clarification issued by Government of India in O.M.No. 13018/2/98-Estt.(L), dated 16-7-1999 the employees of Government of India can avail paternity leave either before 15 days or within a period of 6 months from the date of delivery. Hence, the Commission, therefore, recommended to issue revised clarificatory instructions on the lines issued by the Government of India in its O.M. dt. 16-7-1999 in so far it relates to the grant of paternity leave.

Government hereby further clarify that the paternity leave by married male Govt. employees can be availed either before 15days or within a period of 6 months from the date of delivery.

L.V. SUBRAHMANYAM
PRL. SECRETARY TO GOVERNMENT (FP)

To

The Accountant General, A.P., Hyd. (20 copies)
The Accountant General, A.P., Hyderabad (by name).
The Pay and accounts Officer, Hyderabad.
The Secretary to governor, A.P., Hyderabad.
All Secretaries to Government.
The Private Secretary to the Chief Minister and Private Secretaries to all Ministers
All the Departments of Secretariat (10 Copies each)
All the Heads of Departments (including collectors and District Judges).
The Registrar, High Court of Andhra Pradesh, Hyderabad (with covering letter).
The Secetar, A.P.Public Service Commission, Hyd. (With covering letter).
All the Dist.Treasury Officers (With copies for sub-Treasury Officers).
The Secretary, Andhra Pradesh, Genco/Transco.
The General Manager, A.P.State Road Transport Corporation, Hyd. (With covering letter).
All District Educational Officers / All Principals of Junior Colleges.
All the District Development Officer, Zilla Praja Parishads.
All District Panchayat Officers.
All Mandal Development Officers.
All Secretaries of Zilla Grandhalaya Samsthas through Director of Public Libraries, Hyd.
All Secretaries of Agricultural Market Comittees through Director of Marketing, A.P., Hyderabad.
All Commissioners/Special Officers of Municipalities.
All recognized service Associations.
The Director, Government Printing Press, A.P.,Hyderabad for publication in the Andhra Pradesh Gazette.
Copy to the General Administration (Cabinet) Department.
to the General Administration (SW) Department.

CF/SC